

# THINKING SCHOOLS ACADEMY TRUST



## HEALTH AND SAFETY POLICY

“Transforming Life Chances”

# Meon Way Federation

Moorings Way Infant School

Meon Infant School

Meon Junior School

This policy was adopted on	March 2025
The policy is to be reviewed	March 2026

## **HEALTH AND SAFETY POLICY STATEMENT**

Meon Junior School aims to ensure, so far as is reasonably practicable, the health, safety and welfare of our pupils, employees while they are at work and of others, who may be affected by our undertakings. This general policy statement provides a commitment and intent to comply with the Health and Safety at Work etc. Act 1974.

To ensure the principles of health and safety are clearly understood throughout the school, we will be committed to:

- complying with relevant health and safety laws and regulations, voluntary programmes, collective agreements on health and safety and other requirements to which the school subscribes;
- setting and monitoring of health and safety objectives for the school;
- effective communication of and consultation on health and safety matters throughout the school;
- assessing the risks to the safety and health of our pupils, employees and others who may be affected by our activities and implementing controls to minimise those risks;
- preventing work-related injuries, ill health, disease and incidents;
- providing and maintaining safe plant and equipment and implementing safe systems of work;
- the safe use, handling, storage and transport of articles and substances;
- providing and maintaining a safe working environment with safe access, egress and welfare facilities;
- providing the necessary training to our employees and others, including temporary employees to ensure their competence with respect to health and safety;
- providing suitable and sufficient information, instruction and supervision for pupils and employees;
- continually improving the performance of our health and safety management;
- devoting the necessary resources in the form of finance, equipment, personnel and time to ensure the health and safety of our employees and seeking expert help where the necessary skills are not available within the school;
- an annual review and when necessary the revision of this health and safety policy;
- making this policy available to relevant interested external parties, as appropriate.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Name: Sara Paine

Position: Executive Headteacher

# **ORGANISATION AND RESPONSIBILITIES**

## **GENERAL RESPONSIBILITIES**

The following individual post(s) have been allocated overall health and safety responsibilities within the terms of our policy:

- Sara Paine, Executive Headteacher

Day to day responsibility for ensuring the policy is put into practice and consultation with employees is delegated to:

- Doug Richards, Site Manager
- Darren Fox, Regional Facilities Manager

### **Responsible Persons**

It is important that health and safety standards are maintained and improved. Where necessary specific roles within the Trust have been allocated additional responsibility for health and safety. Where this responsibility is specific to a subject area, the details of the responsible person are communicated to employees in writing or verbally as required.

### **Management Structure**

#### **Headteacher**

The Headteacher is responsible for ensuring that the requirements of this policy and legal requirements specific to their school are implemented and monitored.

They will ensure that:

- Any health and safety matters that they cannot deal with directly are brought to the attention of the Executive Management Team and/or Health and Safety Advisers.
- Significant hazards within their school are identified and suitable risk assessments undertaken, which will include general workplace risks, substance risks, equipment risks etc.
- Safety measures and controls identified by risk assessments are implemented.
- Employees and pupils are provided with suitable and sufficient information, instruction and training to enable compliance with this policy and legal standards.
- Will implement a system to manage health and safety within their school, which may include a schedule of inspection; service and maintenance arrangements for equipment and services; accident investigation arrangements.
- Equipment and substances are suitable for the purpose they are used.

#### **Subject Leaders and / or Heads of Year**

Subject Leaders and Heads of Year are responsible for ensuring that the requirements of this policy and legal requirements specific to their sphere of activity are implemented and monitored.

They will ensure that:

- Any health and safety matters that they cannot deal with directly are brought to the attention of the Management Team and Senior Management Team.
- Significant hazards within their department are identified and suitable risk assessments undertaken, which will include general workplace risks, substance risks, equipment risks etc.
- Safety measures and controls identified by risk assessments are implemented.
- Employees and pupils are provided with suitable and sufficient information, instruction and training to enable compliance with this policy and legal standards.
- Will implement a system to manage health and safety within their department, which may include a schedule of inspection; service and maintenance arrangements for equipment and services; accident investigation arrangements.
- Equipment and substances are suitable for the purpose they are used.

#### **Health and Safety Adviser:**

In line with current legislation we have appointed James Fenlon to act as our in-house health and safety advisors under Regulation 7 of the Management of Health and Safety at Work Regulations.

#### **Health and Safety Assistance:**

To assist us in our undertaking we have appointed NatWest Mentor as Health and Safety Consultants to provide competent advice and guidance.

#### **Employees Shall:**

- Take reasonable care of their own health and safety and that of others who may be affected by their actions;
- Co-operate with management to meet the employer's legal duties and work in accordance with the Trust's procedures;
- Not intentionally or recklessly interfere with or misuse anything provided in the interest of health, safety or welfare and refrain from actions (or inactivity) which might endanger themselves, or others;
- Demonstrate their commitment to health and safety by their behaviour and co-operate in the investigation of accidents and incidents;
- Use all equipment safely, including that provided for their personal protection and report to management any defects in equipment or other dangers at once, or as soon as it is safe to do so;
- Comply with all safety instructions or procedures and not undertake any tasks that they are not trained and authorised for.

**Pupils Shall:**

- Comply with the school's rules and procedures.
- Take reasonable care of themselves and others.
- Co-operate with their teachers and other staff.
- Use equipment and substances in the manner in which they are instructed.
- Not misuse anything provided for the purposes of health and safety.
- Report anything they believe to be hazardous or dangerous to their Teacher/ Form Tutor/ Management Team.